

Welcome to the website for the 25th ID (L) and USARHAW Equal Opportunity Program. In this site you will find information about our Equal Opportunity Program. and who your Equal Opportunity Program Manager and Advisors are, as well as their locations. We are here to serve you, please feel free to contact us.

Mahalo!

[Click here for The Commanding General's EO message](#)

MISSION: The 25thID (L) Equal Opportunity program formulates, directs, and sustains a comprehensive effort to maximize human potential to ensure fair treatment for military personnel, family members, and DA civilians without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and Sexual Harassment.

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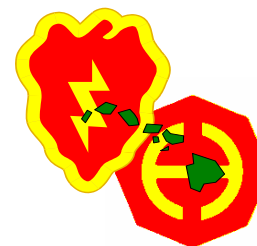
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TROPIC LIGHTNING

America's Pacific Division



Equal opportunity and equal treatment are paramount to the values of this command. The Department of the Army is committed to providing an environment in which every member of the total force is ensured an opportunity to attain as high a level of responsibility as possible based solely on merit, fitness, and capability regardless of race, color, religion, national origin, or gender. I am fully committed to the EO/EEO program. It is my policy that all military personnel, family members, and Department of the Army civilians (DAC) be provided equal opportunity and fair treatment.

Successful implementation of this policy depends on good communication among all of us. Leaders, supervisors, and everyone in the command must create as harmonious a work environment as possible so that we can fully capitalize on the vast potential of our personnel resources. An essential factor in establishing a harmonious work environment is effective, open communication. We need a healthy, positive interchange among our Soldiers, family members, and civilians throughout our community. We also need to understand, appreciate, and respect each other's diverse heritages.

Each commander, director, and supervisor will give his/her full commitment to the elimination of all forms of discrimination. We all share an active responsibility in promoting and protecting equal opportunity and fair treatment throughout our community. This is a full-time responsibility deserving our complete and total support always. I pledge my full support and commitment to the Equal Opportunity/Equal Employment Opportunity program and expect all to do the same.

A copy of this memorandum will be permanently posted on bulletin boards, the Tropic Lightning home page, and other conspicuous places for ready reference.

BENJAMIN R. MIXON
Major General, USA
Commanding

25th ID Equal Opportunity Team

Division EO Staff



MAJ Guzman, P
655-6718



MSG Miller, D
655-1603



SFC(P) Irvin, T
655-1603



SFC Mullen, L
655-0053

2d Bde



MSG Keesee, C
655-6244

3d Bde



SFC Williams, H
655-0671

45th SUS



MSG Brooks, L
655-4802

25th CAB



SFC White
656-0581

8th SUS (F)



SFC(P) Young, J
655-2018

USMPB-HI



SFC(P) Williams, C
655-2155

USAGHI



SFC(P) Irvin, T
655-1603

500th MI



SFC Vickers
655-6111

APVG-CG

MEMORANDUM FOR All Military Personnel and/or Department of Defense Civilian Employees
Within 25th Infantry Division (Light) & United States Army, Hawaii

SUBJECT: Change 1 to Policy Memorandum EO-4, Equal Opportunity Special/Ethnic Observances

1. Reference. AR 600-20, Army Command Policy, 13 May 2002.
2. Applicability. This policy applies to Soldiers, Army civilian employees, and family members of the 25th ID (L) & USARHAW.
3. Policy.
 - a. The following DoD mandated Equal Opportunity Special/Ethnic Observances are conducted annually to enhance cross-cultural awareness among all Soldiers, the civilian work force, and their families.

Martin Luther King's Birthday	3 rd Monday in January
Black History Month	February
Women's History Month	March
Days of Remembrance	Date changes yearly, normally falls in April or May
Asian Pacific Heritage Month	May
Women's Equality Day	26 Aug
Hispanic Heritage Month	15 Sep – 15 Oct

A consolidated annual observance event recognizing members of all racial/ethnic/gender groups may be conducted in addition to (but not in place of) the mandated observances. Observances are designed to recognize the contributions and achievements of a specific group of persons that make up our diverse society and our military community. The intention is to foster understanding, teamwork, harmony, pride and esprit among all groups, not just the specific group that is being honored in that time frame.

b. I strongly encourage everyone within this command to contribute to the planning, execution and participation in all Post special/ethnic observances within the parameters of mission requirements. Leaders at all levels should ensure they afford the utmost opportunity to their personnel to participate in these observances, so they may take full advantage of the cultural and educational benefits these observances promote. Units are encouraged to set up and conduct their own educational displays, classes, or small group discussions to expand the opportunity for all soldiers to enhance their historical and cultural knowledge.

c. Educational displays/observances are designed to educate and promote a climate of respect within the command that enhances cohesiveness and mission accomplishment. I expect all leaders to share my personal commitment to this program.

4. Expiration Date. This policy remains in effect until canceled or superseded in writing.

5. Proponent. The 25th Infantry Division (Light) Equal Opportunity Office is the proponent staff agency for this policy memorandum. Questions concerning this policy should be directed to the Division Equal Opportunity Office, 655-6718/1603/0053, or to the Equal Employment Opportunity Office, 438-1132.

BENJAMIN R. MIXON
Major General, USA
Commanding